

First Things First Goals Addressed

Professional Development Goal

- FTF will build a skilled and well prepared early childhood development workforce.

Coordination Goal

- FTF will lead cross-system coordination efforts among state, federal and tribal organizations to improve the coordination and integration of Arizona programs, services, and resources for young children and their families.

Research and Development Process

To understand the full picture and range of questions addressing the areas of compensation and retention, FTF staff conducted the following discovery process. Research activities included:

- Review of other states' efforts around similar concerns including the following wage programs:
 - California CARES (Compensation and Retention Encourages Stability)
 - Child Care WAGE\$® - Kansas and North Carolina
 - Georgia INCENTIVES
 - Illinois Great Start
 - R.E.W.A.R.D. (Rewarding Education with Wages and Respect for Dedication)– Oklahoma and Wisconsin
 - Washington Career Wage Ladder
- Convening a logistic team of six stakeholders to assist with strategy recommendations reflecting the following membership:
 - Arizona Head Start Association
 - Family Child Care Provider
 - Center-based Child Care Provider
 - DES-Office of Child Care Administration
 - United Way
- Planned review of public comment to be sought upon incorporation of Board comments from October 2008 meeting